

## **Disc NW Board Meeting – Monday, November 13, 2006**

Attendees: Mike D, Christina, Mike K, William (ED), Barney, Doug, Chris, Dave, Steff

Start time: 7:21 pm

### **Introductions**

- The Board welcomed Steff Neff to her first Board meeting. Some basic introductions were made.
- Doug is from Canada! His favorite terms are Chesterfield and “it’s a dog’s breakfast”.
- Steff would like to get a feeling for how we interact and what is currently going on. This will help with determining where she can plug in, etc.
- Board members introduced their current roles on the Board and some possible future roles. We now know what everyone does for “day” jobs.

### **Sponsorship**

- Mike K/William: Run through of existing sponsorship relationship with Gaia for Potlatch and Spring Reign. Basically, we give them a logo and they produce merchandise based on the event and market sales (non-disc merchandise); they take all of the risk and we get a guaranteed minimum dollar amount plus a percentage of sales. They are the exclusive merchandiser of these tournaments.
- Ongoing deal with Internet Disc Shop; they take any leftover event discs they nominal costs and they sell them in “grab bags”. We can now afford to buy more discs at a better price and not have to worry about offloading them.
- Patagonia has been active in the ultimate scene. We receive 40% off retail on tech team gear.
- We get free day-old bread from local bakeries on a regular basis. Last year Taco Del Mar donated food for Spring Reign. There was also CLIF bars, bottled water, etc. These things are hit or miss.
- Potlatch: Janna: Costs are going to continue to rise; we don’t want to lose money or have to raise our fees; would like \$10,000 in sponsorship. We would be happy with any amount in this first year however.
- Cash donations vs. product donations were discussed.
- Doug: The issue of demographics continues to arise. Is there a way to gather this information? Make this a part of team registration?
- Janna would like it to be a sustainable sponsorship and not have to find new vendors each year); this does not fit the non-profit model of take what you can get.
- We need to develop a set of guidelines for sponsorship.
- Program needs to be defined: is there a tiered level program of packages?
- Are there any kinds of sponsors that need to be taken off the list?
- Come up with a package of items for sponsorship (sponsor the party with a company name, sponsor the playoff game, etc.).
- Potlatch committee to come up with a tiered sponsorship framework.
- William: As a rule of thumb: if it is a company that we would do business with and is appropriate for the event, then we would most likely consider them as a sponsor.
- Barney is very reluctant to see this sport move towards sponsorship; he has not heard a good argument for why we aren’t paying for what we get. Janna: We are one of the most expensive tournaments. Mike K: The only way we could make our costs work would be to move to a different location.
- What evidence do we have that people would not be willing to pay more or that we have priced ourselves out of the market?
- Chris: The idea of “natural” sponsorship...what sponsors would we use as part of what we do?
- Barney likes the idea of a “natural” sponsorship: values that our players hold are community and local; we need to create a policy statement regarding sponsorship.

- Action item: Example of a tiered sponsorship format for the Board review and a policy statement that guides our sponsorship effort for who we approach and who we don't; put a finer point on what sponsorships that Janna and the TD's can simply give a yes answer to.
- Barney: We are making some assumptions for what our membership/players think; can we do a survey via the internet to find out what people think?
- Mike D is willing to explore sponsorship on a limited basis.
- Janna to lead this up; Steff to assist.

### **Stipends: William**

- League and tournament organizers are provided with stipends; this has since been expanded in to team lead roles.
- William would like to come up with ways to better motivate and manage the team leads.
- William would like to have more meetings with the team leads and have them be more general in nature, rather than specific to the work that each person is doing.
- Meeting with the league coordinators before and after the leagues was a suggested idea.
- Doug: What about holding a retreat?
- Barney: Make a commitment to revive an annual league coordinators meeting?
- What about something like a monthly staffing meeting to develop more ties between Board members, William and the team leads?

### **YC Position**

- The Board discussed the 2 candidates. The candidates have both had 2 interviews with the YC hiring committee. Recommendations were made by the committee and the Board voted.
- Frank Nam has been elected to the positions of DiscNW Youth Coordinator. William to work out hiring specifics and present Frank with the offer.

### **YC Salary: Doug**

- Doug talked with the HR Director at his company regarding salary issues.
- Generally salary positions are full-time. Half-time positions need to be defined more closely in what a period of time is. What do we mean by a "normal" workweek?
- Salary/flex time is more of a management issue of how we keep track of the time. Barney would prefer that we pay hourly.
- Salary or not, record of hours (with associated tasks) needs to be kept.
- This position will be an hourly paid position and time records on a 2-week increment basis will be in place.
- No paid vacation.
- Probationary period: There will not be one.

### **Annual Meeting update: Christina**

- Christina gave a brief summary of what still needs to be done for the meeting planning. Please read and respond (if applicable) to e-mails this week regarding the meeting.

### **ED Report: William**

#### Finances

- Checking Account balance: \$43,118.70
- Business Premium Account balance: \$25,308.66 -- We are going to upgrade our savings account to a better rate
- CD Accounts balance: \$46,311.58

#### ED Admin Stuff

- Met with Barney and Mike K to discuss DiscNW business and the upcoming Board meeting.
- Met with Toni and Denise at Tacoma Metro Parks to discuss ultimate in Tacoma.
- Attended park use meeting at Mercer Island. They are researching field use and demand to plan for future.

#### Web Team

- Met with team to discuss plans for the website. Leaving Speakeasy determined to be necessary.
  - We are working on a plan for moving servers. Jeff will lead the change. We plan to be done in January.
  - Estimated cost of new server is \$400/yr (compared to \$600 for Speakeasy).
  - We'll have much greater flexibility and ability to add function to our site.
  - We'll be more dependent on volunteers & leads to be responsible for maintaining the site.
- The file upload tool for minutes and financials is still in beta testing/development.

#### Leagues

- Fall Leagues are nearly finished
  - Geographic Hat and Team league playoffs are underway and will finish this weekend.
  - King County Parks sent a letter about moving goals on the new turf fields at Marymoor.
  - Tacoma Hat League will conclude this month with playoffs at Curtis High School.
  - Fall MS League completed successfully with playoffs for all 24 teams.
- Winter Team League registration is one week away.
  - Fields have been requested in Seattle. We have reservations on turf at Marymoor and Shoreline Center.
  - We are going to raise the price of Winter League to \$500 due to the increased costs of playing on turf.
  - League Coordinators are needed for the 2007 season.
- We will have an indoor league in Tacoma on Thursday evenings from January 11 through March 15.

#### Tournaments

- Chick Flick, Dangle Wrangle, and Turkey Bowl.
  - Tournament Directors, websites, and most volunteers are in place. Registration is open!
  - Our agreement to get turf fields for CF & DW fell through, so those will be on grass at Marymoor.
- WA Sectional NW Regional UPA Fall Series budgets are almost done – all tournaments will finish in the black.
- Tentative Hangover plans are to hold a one-day 8 team tournament on January 6, 2007 on turf at Marymoor.
- We will have a tournament at SERA in Tacoma on the weekend of July 21-22.

#### Youth Ultimate

- DiscNW will work with Monroe HS to hold a pre-season tournament on March 10 for 8 high school teams.
- Mini-moho has stopped for the season. Moho is looking for practice fields for the winter.
- More DiscNW Youth Coordinator job interviews have been completed.
  - Follow up interviews with conducted with 2 finalists.
  - There was one late interview and one late applicant that did not get interviewed.

#### Volunteers

- Check out the Volunteer section of the website to view current DiscNW volunteers, job openings, and job perks.
- Here are other disc job updates regarding board elections
  - There are four board positions up for election with VUL at the annual meeting on November 21.

- Six new board members were elected with the UPA via online and mail-in balloting for members.
- Our summer leagues are staffed with volunteers, but we are still on the lookout for more help.  
Of note
  - Winter League Coordinator
  - Hangover Tournament Director
  - Disc Designers
  - Youth team coaches

### **End of ED Report**

#### **December (12/18) agenda (so far):**

- Budget '07
- High-level goals for '07

Move to adjourn by Christina at 9:45 pm. Seconded by Mike K.